

Question:

Discuss that management is an evolutionary process. Substantiate your answer through commenting on contributions made by Fredrick Taylor, Max Weber and Elton Mayo.

Answer:

I. INTRODUCTION

The concept of management is as old as human beings. Each era had different style of management according to the situation and needs. Different scholars provided their contributions in management. Fredrick Taylor, Max Weber and Elton Mayo are the prominent names who contributed majorly in the field of management. Fredrick Taylor gave Scientific Theory of Management. Max Weber gave Bureaucratic theory of management and Elton Mayo provided his contributions towards Human relations theory/behavioral management theory. These highly capable scholars of management told the world how an organization should work, how to manage each operation and how the work should be done.

Apart from that, Scientific method is also visible in these theories. Bureaucratic organizations structure and focus on individuals and their motivation is also a part of these theories.

~~5/15/2022~~

II. Overview of Management

According to Harold Koontz:

"Management is an art of getting things done through and with people in a formally organized group." It is an art of creating an environment where people can work and cooperate in order to achieve common goals."

According to F.W. Taylor

"Management is an art of knowing what to do, when to do and see that it is done in best possible way possible."

III. Management - an Evolutionary process

The Humans are managing work from hundreds of years. The formal management can be traced back to 1700s. But the major contributions in the management was developed in 20th century. The world owe so much of understanding of managerial practices to 20th century scholars and philosophers. Today's management understanding is basically an improved version of 20th century management practices. They laid down a strong foundation for the modern management understanding.

IV- Fredrick Taylor's contribution in management

F.W. Taylor gave the theory of Scientific management

Theory of Scientific Management

Theory of management focuses on optimizing and simplifying the job to get maximum efficiency and productivity. Apart from that ~~cost~~ co-operation between manager and employe is also very important. At that time, there was no co-ordination between manager and employe.

F.W. Taylor did experiments on Shovel design, bricklaying and classifying time for each element of task to increase productivity

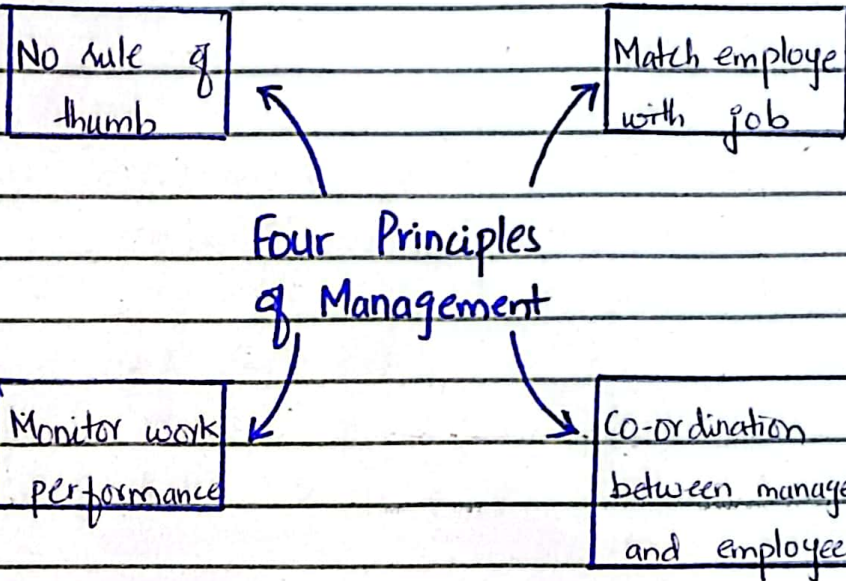
F.W. Taylors' 4 principles of Management

F.W. Taylor promoted the idea of "a fair day's pay for a fair day's work."

1- There is ~~no~~ ^{no} "rule of thumb" for a task. He said that there is no rule of thumb or simple habit or common sense for a task. All tasks should be done according to scientific method.

2- Match employe with job

Taylor was a firm believer that each employe should get a job according to his/her skill set. This way the productivity would increase.



3- Monitor work performance

According to Taylor, it is very important to monitor the performance of employees if they are doing their job perfectly or not. Give them instructions where necessary.

4- Co-ordination and allocation of work between manager and employees

Allocate the work between manager and employees accordingly to get the maximum efficiency and productivity.

IV- Max Weber's Contribution in management

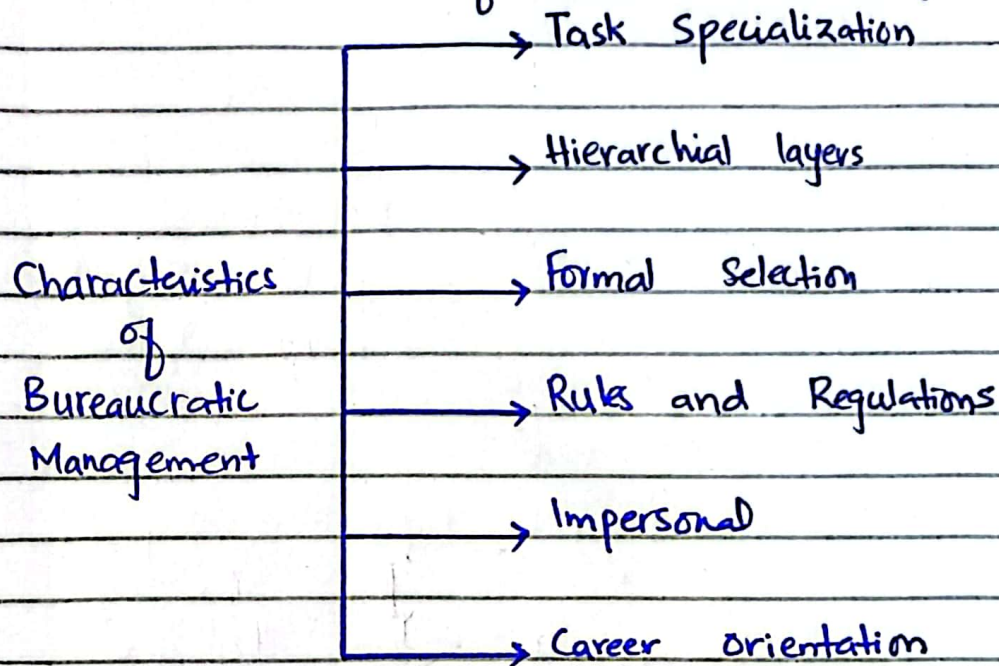
After F.W. Taylor, Max Weber contributed largely towards management.

Max Weber and Bureaucratic theory of management

Max Weber gave the theory of Bureaucratic management where he told

that how an organization with layers of authorities will be managed.

Six Characteristics of bureaucratic management



1- Task Specification

In Bureaucratic organization, the tasks are specified for each employee. Everyone knows what his/her task and power is.

2- Hierarchical Layer of Authority

There is an hierarchical layer of authority. The higher rank on ladder is the greater power.

3- Formal Selection

The selection of employee is based on expertise, education and technical qualification. It prevents from nepotism.

4- Rules and Regulations

There are rules and regulations to abide.

5- Impersonal

It is promoted to act on rational factors in bureaucratic organizations rather than personal factor.

6- Career orientation

Each employe is employed on the basis of his/her skill according to job. They can be specialized in their field.

VI. Elton Mayo's contribution to management

Elton Mayo contributed greatly to management just like Taylor and Weber.

Elton Mayo and Theory of Human Relations

Elton Mayo played crucial role in the development of human relations theory.

According to him, the focus of organization should be on individuals rather than solely on organization. The development of employees is very important. Proper remuneration, motivation and support is very important for the employees. If an organization is focusing on the betterment of employees and also providing them trainings etc. then it will ultimately be beneficial for organization in the long run. The employees will be happy with the job. Turnover rate will also decrease. so it is a win-win situation.

VII Conclusion

In a nutshell, management is not a static concept. It has evolved over time. Different scholars and philosophers contributed to this evolutionary process. Organizations have learned to manage the organization in a better way over the course of time. People in the ancient times did not manage work as the people are managing work now a days.
